

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95814-7243

August 8, 2007

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

Re: Bargaining Unit 3: Professional Educators and Librarians, SEIU**Addendum to Memorandum of Understanding—Fiscal over \$250,000**

This is to advise you that an addendum to a memorandum of understanding (MOU) has been agreed to by the Department of Personnel Administration and the above bargaining unit. In accordance with Government Code Section 3517.63(b), the addendum to the current contract (attached) is submitted for the Committee's consideration and recommendation. This addendum provides salary increases for teachers employed in the Department of Corrections and Rehabilitation (CDCR) who instruct adult inmates.

This agreement extends to the teachers in the adult correctional facilities the same salary increases agreed to for teachers in the Juvenile Justice Division (DJJ) of CDCR, pursuant to the court order in the lawsuit *Farrell v. Allen*. The court order mandates the State to annually review the compensation of the DJJ teachers in comparison with the County Office of Education. The salary schedules the State negotiated vary by county, so that each youth authority facility offers a package that is competitive with local rates. This addendum extends those rates to instructors in the adult correctional facilities. This addendum was agreed to July 31, 2007. Upon approval of the Legislature, the new salary schedule will be effective on the first day of the 2007-2008 academic school year, August 1, 2007. DPA has been informed by CDCR and the Department of Finance that this increase can be paid for within available resources in the department's FY 2007/2007 budget. Therefore, this addendum will not require an appropriation.

If you have any questions, please contact Pamela Schneider, Legislative Coordinator, at (916) 327-2348.

Sincerely,

A handwritten signature in black ink, appearing to read "David A. Gilb".

David A. Gilb
Director

Attachments

cc: Members of the Joint Legislative
Budget Committee

Peggy Collins, Principal Consultant
Joint Legislative Budget Committee

Elizabeth Hill
Legislative Analyst

Tom Dithridge, Program Budget Manager
Department of Finance

Michael Proso, Deputy Legislative Secretary
Office of Governor Schwarzenegger

Dianne Cummins, Chief Fiscal Policy Advisor
Office of the Pro Tem

Charles Wright, Chief Consultant
Office of the Pro Tem

Craig Cornet, Budget Director
Office of the Speaker

Greg Campbell, Chief Consultant
Office of the Speaker

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Chantele Denny, Consultant
Senate Republican Fiscal Office

Peter Schaafsma, Staff Director
Assembly Republican Fiscal Office

Chris Ryan, Consultant
Assembly Republican Fiscal Office

Daniel Alvarez, Staff Director
Senate Budget Committee

Brian Annis, Consultant
Senate Budget Committee

Chris Woods, Staff Director
Assembly Budget Committee

Janus Norman, Consultant
Assembly Budget Committee

Bob Franzoia, Staff Director
Senate Appropriations

Maureen Ortiz, Consultant
Senate Appropriations

Geoff Long, Chief Consultant
Assembly Appropriations

Brad Williams, Consultant
Assembly Appropriations

Suzanne Sutton, Consultant
Senate Republican Caucus

Terry Mast, Consultant
Assembly Republican Caucus

David Felderstein, Chief Cons.
Senate PE&R Committee

Karon Green, Chief Consultant
Assembly PERS&S Committee

Alene Shimazu, Fiscal Manager
Office of Financial Management
DPA

Jeanette Williams Gipson, LRO
DPA

Jason Dickerson, Consultant
Office of the Legislative Analyst

Management Proposal

Bargaining Unit:

Exclusive Representative:

Subject:

RF rec'd -
1:45p
Date: July 24
2007
Pg. 14

CDCR, OCE 220 Day Academic Year Annual Modification

The CDCR, OCE, Superintendent, hereby agrees that he/she will provide the Union with copies of the proposed CDCR, OCE 220 Day Academic Calendar(s) for the following academic year by April 15. If the Union wishes to meet and confer relative to these calendars, it must request to do so. If a request to meet and confer is made and agreement on the calendar is not reached within thirty (30) days from the date of notice to the Union, the Superintendent shall be free to implement the calendar(s) unilaterally. In the event of an emergency or of events beyond the control of the Superintendent of Education, CDCR, OCE shall be free to make such change in any or all of the academic calendars for the CDCR, OCE as are required by operational necessity.

William Zepson
R. J. Blaylock

8/1/07 12:40

Donna
James Stott
Stephanie
Cristina
Kathy Shou
Mendy SLR

William J. Johnson
2007-2008
OCE 220 Day School Calendar
Playbook

2007-2008 School Year Starts August 1, 2007 and ends July 31, 2008

AUGUST						
S	M	T	W	T	F	S
			1	2		
3	6	7	8	9	10	
11	13	14	15	16	17	
18	20	21	22	23	24	
25	27	28	29	30	31	

SEPTEMBER						
S	M	T	W	T	F	S
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	

OCTOBER						
S	M	T	W	T	F	S
	1	2	3	4	5	
		9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	
	29	30	31			

NOVEMBER						
S	M	T	W	T	F	S
				1	2	
	5	6	7	8	9	
		13	14	15	16	
	26	27	28	29	30	

DECEMBER						
S	M	T	W	T	F	S
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	

JANUARY						
S	M	T	W	T	F	S
	7	8	9	10	11	
	14	15	16	17	18	
		22	23	24	25	
	28	29	30	31		

FEBRUARY						
S	M	T	W	T	F	S
					1	
	4	5	6	7	8	
			13	14	15	
		19	20	21	22	
	25	26	27	28	29	

MARCH						
S	M	T	W	T	F	S
	3	4	5	6	7	
	10	11	12	13	14	
	24	25	26	27	28	

APRIL						
S	M	T	W	T	F	S
		1	2	3	4	
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30			

MAY						
S	M	T	W	T	F	S
				1	2	
	5	6	7	8	9	
	12	13	14	15	16	
	19	20	21	22	23	

JUNE						
S	M	T	W	T	F	S
	2	3	4	5	6	
	9	10	11	12	13	
	16	17	18	19	20	
	23	24	25	26	27	
	30					

JULY						
S	M	T	W	T	F	S
	7	8	9	10	11	
	14	15	16	17	18	
	21	22	23	24	25	
	28	29	30	31		

- 208 Instructional Days
- 12 Training / Work Days (Determined by OCE for staff development/training)
- Faculty Days Off
- Non Work Days (Holidays)
- 100 Regular Days Off (Weekends)

FDO

8-1-07
William J. Johnson
Game Staff
William J. Johnson
William J. Johnson
William J. Johnson
 STARR

A Shift

☒ Faculty Days off

4-10-40

176 workdays

OCE 220 Day School Calendar
August 1st - July 31st

8-1-07

*Donna
Gunn
Dynamis*

*Barbara
Kathy*

BUA

AUGUST						
Su	Mo	Tu	We	Th	Fr	Sa
			1			
5	6	7	8			
12	13	14	15			
19	20	21	22			
26	27	28	29			

17 workdays

SEPTEMBER						
Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5			
9	10	11	12			
16	17	18	19			
23	24	25	26			

13 workdays

OCTOBER						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3			
7	8	9	10			
14	15	16	17			
21	22	23	24			
28	29	30	31			

18 workdays

NOVEMBER						
Su	Mo	Tu	We	Th	Fr	Sa
4	5	6	7			
11	12	13	14			
18	19	20	21			
25	26	27	28			

11 workdays

DECEMBER						
Su	Mo	Tu	We	Th	Fr	Sa
2	3	4	5			
9	10	11	12			
16	17	18	19			
23	24	25	26			

12 workdays

JANUARY						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2		
6	7	8	9			
13	14	15	16			
20	21	22	23			
27	28	29	30			

15 workdays

FEBRUARY						
Su	Mo	Tu	We	Th	Fr	Sa
3	4	5	6			
10	11	12	13			
17	18	19	20			
24	25	26	27			

13 workdays

MARCH						
Su	Mo	Tu	We	Th	Fr	Sa
2	3	4	5			
9	10	11	12			
16	17	18	19			
23	24	25	26			

13 workdays

APRIL						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2			
6	7	8	9			
13	14	15	16			
20	21	22	23			
27	28	29	30			

18 workdays

MAY						
Su	Mo	Tu	We	Th	Fr	Sa
4	5	6	7			
11	12	13	14			
18	19	20	21			
25	26	27	28			

12 workdays

JUNE						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4			
8	9	10	11			
15	16	17	18			
22	23	24	25			

18 workdays

JULY						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2			
6	7	8	9			
13	14	15	16			
20	21	22	23			

16 workdays

Faculty
Days Off

Shift B

4-10-40

176 Workdays

OGE 220 Day School Calendar
August 1st - July 31st

8-1-07
Donna
James Hoff
N. Depamul
Gerald Danner
Kathy Spoor
M. D. 9-1-07
BU3

AUGUST						
			1	2	3	
			8	9	10	
	11	12	13	14	15	16
	17	18	19	20	21	22
	23	24	25	26	27	28
	29	30	31			

19 Workdays

SEPTEMBER						

13 Workdays

OCTOBER						

16 Workdays

NOVEMBER						

13 Workdays

DECEMBER						

13 Workdays

JANUARY						

13 Workdays

FEBRUARY						

15 Workdays

MARCH						

12 Workdays

APRIL						

17 Workdays

MAY						

15 Workdays

JUNE						

16 Workdays

JULY						

14 Workdays

William G. Groom
Shift C
4-10-40
Mon-Thurs



FACULTY
 DAYS OFF

OCE 220 Day School Calendar

August 1st - July 31st

8-1-07
Quince
Gina Hoff
Stypanich
Charles Jones
Kathy Skow
Memo De SLRR
BU3

Su	Mo	Tu	We	Th	Fr	Sa
			1	2		
	6	7	8	9		
	13	14	15	16		
	20	21	22	23		
	27	28	29	30	31	

18 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	

12 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4		
	8	9	10	11		
	15	16	17	18		
	22	23	24	25		
	29	30	31			

18 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
				1		
	5	6	7	8		
	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	

12 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5	6		
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	

12 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	
	7	8	9	10		
	14	15	16	17		
	21	22	23	24		
	28	29	30	31		

15 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
	4	5	6	7		
	11	12	13	14		
	18	19	20	21		
	25	26	27	28	29	

13 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
	3	4	5	6		
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	

12 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	
	7	8	9	10		
	14	15	16	17		
	21	22	23	24		
	28	29	30			

18 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
				1		
	5	6	7	8		
	12	13	14	15	16	
	19	20	21	22	23	
	26	27	28	29	30	

13 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
	2	3	4	5		
	9	10	11	12		
	16	17	18	19	20	
	23	24	25	26	27	

17 Workdays

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	
	7	8	9	10		
	14	15	16	17		
	21	22	23	24		
	28	29	30	31		

16 Workdays

Management Proposal

~~7-24-07~~
8-1-07

Bargaining Unit:

Date: _____

Exclusive Representative:

Subject:

CDCR, OCE - Additional Instructional Assignments

- A. A CDCR, OCE, Unit 3 eligible employee, who is authorized or directed to provide additional instructional assignments outside of the regular work schedule, shall be compensated in the following manner:
1. Additional instructional service shall be compensated in 15-minute increments.
 2. Each hour of additional instructional service shall be compensated equivalent to one-eighth (1/8) of the employee's daily rate of pay.
 3. Additional instructional service shall be compensated on a cash basis.
- B. No employee will be directed to provide additional instructional assignments outside of the regular work schedule, prior to the solicitation of volunteers.

William Giron
Rep
Stafford

8-1-07
Quirica
James Stott
M. Hernandez
Gerard Daniel
Kelley Shaw
Memo Del SLRR



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

Educational Leave (Unit 3)

A. Effective January 1, 2008, all affected CDCR, OCE Unit 3 eligible employees shall cease Educational Leave accrual, as provided in section 8.28, Educational Leave.

B. All affected CDCR, OCE, Unit 3 eligible employees shall be permitted to retain the Educational Leave credits accrued prior to the termination of accrual described in paragraph A. above.

C. Any CDCR/OCE, Unit 3 eligible employee who have requested and been granted approval for an education leave prior to August 1, 2007, shall have the education leave approval honored during the remainder of the 2007 calendar year (December 31, 2007).

D. Any eligible, full-time CDCR, OCE, Unit 3 eligible employee, will be permitted to use available, approved Education Leave credits pursuant to Article 8.28.3, Education Leave of this MOU.

Williams Zypson
Hess
J. Blaylock

8-1-07
Donna
James Hoff
M. Thompson
Gerald Daniel
Kathy Shore
Monica Du - SLRR

Management Proposal

Bargaining Unit:

Date: _____

Exclusive Representative:

Subject:

Holidays

- A. Effective August 1, 2007, all affected CDCR, OCE Unit 3 eligible employees shall not be entitled to official observed State holidays with pay. These days shall be observed as unassigned, non-work days.
- B. For all CDCR, OCE Unit 3 eligible employees, when an observed holiday falls on an employee's unassigned, non-work day, and the employee is required to work on an observed holiday, the employee shall receive eight (8) hours of holiday credit and four (4) hours of informal time off.

William Zypson
[Signature]
Blaylock

8-1-07
[Signature]
James Hoff
M. Thompson
Gerald Daniel
Kathy Shaw
Wm. Dejeu SLRR
[Signature]

Management Proposal

Bargaining Unit:

Date: _____

Exclusive Representative:

Subject:

Vacation/Annual Leave

- A. Effective August 1, 2007, all affected CDCR, OCE Unit 3 eligible employees shall cease Vacation/Annual Leave accrual, as provided in section 8.1.
- B. All affected CDCR, OCE Unit 3 eligible employees shall be permitted to retain the Vacation/Annual Leave credits accrued prior to the termination described in paragraph A above.
- C. Effective August 1, 2007, all CDCR, OCE Unit 3 eligible employees shall be precluded from using Vacation Leave credits, except:
 - 1. as provided for in section 8.16, FMLA; or,
 - 2. in exceptional situations not covered by section 23.9, Personal Necessity Leave, on a case-by-case basis and subject to supervisory approval.
- D. Any affected CDCR, OCE Unit 3 eligible employee employed on August 1, 2007 and who has had vacation approved for a period between August 1, 2007 and December 31, 2007, shall have the previously approved vacation honored.

William Ziron
[Signature]
[Signature]

8-1-07
[Signature]
[Signature]
[Signature]
Gerald Daniel
Kathryn Show
Maurice SLAR
[Signature]

Management Proposal

Bargaining Unit:

Date: _____

Exclusive Representative:

Subject:

Personal Necessity Leave

- A. A new CDCR, OCE Unit 3 eligible employee, upon successful completion of ninety (90) scheduled academic calendar work days, shall be credited with three (3) Personal Necessity Days on the first day of the following month.
- B. All current CDCR, OCE Unit 3 eligible employees shall be credited with three (3) Personal Necessity Days on the first work day of each academic calendar year annually, so long as, the accrual does not result in a total balance in excess of six (6) Personal Necessity Days.
- C. Personal Necessity Leave may be utilized by an eligible employee who has sufficient leave for circumstances that are serious in nature, which cannot be expected to be disregarded, and which, necessitate immediate attention and cannot be dealt with during off-duty hours.
- D. The immediate supervisor, department head, or designee may require an employee to provide five (5) work days advance notice before taking his or her Personal Necessity Day. A Personal Necessity Day may be granted with less than five (5) working days notice.
- E. Upon termination from State employment, the employee shall be paid for all accrued Personal Necessity Days.

Williams Ziron
[Signature]
[Signature]

8-1-07
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

~~CDCR, Office of Correctional Education, Academic Teacher, Vocational Instructor, Re-Entry Program Instructor and All Librarian Classifications~~

agree
Strike
to all
8/1/07

Credits for Salary Advancement

A. Acceptable credits will be limited to new semester (or equivalent quarter) credits earned in an accredited college or university, including credits for continuing education courses if taken from an accredited college or university. In addition, vocational education teachers shall receive one unit of semester credit for each forty-five (45) hours worked in industry in a position directly related to the teachers/instructor's vocational education instructional area. College credits, continuing education credits and any work credits from industry for vocational education teachers will be pertinent to the employee's position and not be a repetition of previously acquired credits or work experience.

B. Continuing education units required for current professional license/certification and/or continuing education units or work experience directly related to course curriculum and/or professional development, that are offered by approved providers may be accepted for salary advancement with prior approval from an immediate supervisor.

C. For the purpose of salary advancement CDCR, OCE, Unit 3 employees may also receive both professional growth and salary advancement as long as there has been prior approval for such an action from an immediate supervisor or program director as follows:

1. Credits used for salary advancement shall have some relevance to the field of instruction of the teacher or specialist seeking credit.

2. In lieu credit may be granted for engaging in projects and/or OCE approved workshops regarding the improvement of instruction and curriculum within the teacher's school or community at the rate of fifteen (15) hours equal to one credit.

No more than three (3) credits will be granted in one year.

William Ziron
[Signature]
[Signature]

8-1-07
[Signature]
[Signature]
[Signature]
Kathy Akron
Carol D...
[Signature]



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

~~CDCR, Office of Correctional Education, Academic Teacher, Vocational
Instructor, Re-Entry Program Instructor and All Librarian Classifications~~

*agree
to strike
7/31*

Joint Labor Management Committee.

The CDCR, OCE, DJJ/CEA, the DPA, and SEIU, Local 1000 agree to meet at least monthly for twelve months to address issues that arise from this change.

*Williams Giron
[Signature]
[Signature]*

*8-1-07
Dunbar
[Signature]
H. Stephens
Gerald Dennis
Kathy Alvar
Memo [Signature] SLRR*



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

~~CDCR, Office of Correctional Education, Academic Teacher, Vocational Instructor, Re-Entry Program Instructor and All Librarian Classifications~~

*agree to strike
July 1/2007*

220 Day Academic Work Year

- A. The CDCR, OCE, 220 Day Academic Work Year implementation date is August 1, 2007 through July 31, 2008.
- B. Effective August 1, 2007, all CDCR, OCE, Unit 3 eligible employees shall work a 220 day Academic Calendar year. The CDCR, OCE, 220 Day Academic Calendar Year shall consist of 208 instructional days, and 12 staff development/training days.
- C. Employees shall be compensated for said work at their normal daily rate of pay, per article _____.
- D. Employees assigned to a 4/10/40 work schedule Pilot shall work the number of days indicated on the Shift A or Shift B Calendars (Attachment C or D).

Shift A, B, or C Calendars.

William J. Jpron
[Signature]
Blaylock

8-1-07

[Signature]
James [Signature]
M. [Signature]

Gerald [Signature]
Kathy [Signature]
Memo [Signature] SLRR



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

~~CDCR, Office of Correctional Education, Academic Teacher, Vocational Instructor, No Entry Program Instructor and All Librarian Classifications~~

agree to
strike
pay
7/31/07

Teacher Service Credit

Bargaining Unit 3 employees who work in the Department of Mental Health, Department of Developmental Services, Department of Education, or Department of Rehabilitation and who transfer to CDCR, OCE, will be granted full State service credit and be placed accordingly on the CDCR, OCE salary schedule.

All transfers will be placed according to Article _____.

William Giron
[Signature]
Blaylock

8-1-07
Donna
James Hoff
M. Hyman
Gerald Daniel
Kathy Shew
Meno de SCLER

Management Proposal

Bargaining Unit:

Date: _____

Exclusive Representative:

Subject:

CDCR, OCE 220 Day Academic Work Year – 4/10/40 Work Schedule Pilot

- A. The CDCR shall establish a 4/10/40 work schedule Pilot for Institutions that have eligible BU 3 employees currently assigned to this schedule.
- B. These above employees who are assigned the 4/10/40 work schedule shall work according to the Academic Calendar in ~~attachment C or D~~, as assigned by management. ✓?
Shift A, B, or C
- C. If changes to this Pilot schedule are necessary or employees are reassigned to a regular academic schedule, the Department shall provide the employees 45 days written notice of said change.

Williams Tyson
Russ
Blaylock

8-1-07

Donna
James Hoff
M. Stephens
Gerald Daniel
Kathy Alon
Memo de SLR

Management Proposal

Bargaining Unit:

Date: _____

Exclusive Representative:

Subject:

Ratification

This agreement will be effective on the first work day of the 2007-2008 CDCR 220-Day Academic Calendar Year as follows:

- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by SEIU represented CDCR/BU 3 eligible employees

William Zypson
[Signature]
Blaylock

8-1-07
Donseca
James Hoff
M. Stephens
Gerald Daniel
Kathy Skow
Maurice [Signature] SARR



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

Non-Credentialed Re-Entry Program Instructors

- A. Compensation for all RPI classified employees who do not possess a valid credential in good standing, with the State Teacher Credentialing Commission shall be compensated in accordance with the attached salary schedule.
- B. All provisions in this agreement shall apply to the RPI classified employees.
- C. A Re-Entry Program Instructor, upon submission of a valid credential will be placed on the Academic Teacher / Vocational Instructor CDCR, OCE Salary schedule, pursuant to Article _____.

William Syron
[Signature]
[Signature]

8-1-07
[Signature]
[Signature]
[Signature]
Gerald Daniel
Kathy Skow
Wanda De SLR
[Signature]

CALIFORNIA DEPARTMENT OF CORRECTIONS & REHABILITATION
REENTRY PROGRAM INSTRUCTOR

Notes:

- 1 - The use of Reentry Program Instructor (Class Code 7581) is used Statewide.
2 - This is a closed classification.
3 - The highlighted cells denotes typical placement in the salary schedules.

DAILY RATES

Low	High	Low	High	Low	High
\$ 195.22	\$ 237.29	\$ 204.46	\$ 248.32	\$ 214.30	\$ 273.33
\$ 201.86	\$ 245.36	\$ 211.41	\$ 256.76	\$ 221.59	\$ 282.63
\$ 239.46	\$ 291.06	\$ 250.80	\$ 304.60	\$ 262.87	\$ 335.28
\$ 252.39	Cooper	\$ 264.34	Hale	\$ 277.06	Hodge
	\$ 306.78		\$ 321.05		\$ 353.39

133

Source: Pay Scales/PIE Updated 2/22/2007 (Page 92-A)

Management Proposal

Bargaining Unit:

Date: June 27, 2007

Exclusive Representative:

3:22pm

Subject:

Re-entry Program Instructor – First Right of Refusal

When the Department decides to fill a position in a classification for which an RPI has the necessary credentials, the RPI shall be offered said position before any other offer is made. If two or more RPI's have the same eligibility, the individual with the highest number of continuous Departmental months seniority shall be offered the open position. If the eligible RPI does not accept the position, the Department is free to fill at their discretion.

This provision will remain in affect until no RPIs candidates remain or that have either been offered a Vocational Instructor position or hold a credential that is not used by the department.

Williams
Blaylock

8-1-07

Donner
Gomez
M. Hopman
Grace Daniel
Ketney Akow
Memo De SLAR

Management Proposal

Bargaining Unit:

Date: _____

Exclusive Representative:

Subject:

CDCR, Office of Correctional Education, Academic Teacher/Vocational Instructor Salary Schedule

- A. A current CDCR, OCE Unit 3 eligible employee, effective August 1, 2007, shall be compensated in accordance with the DJJ/CEA Unit 3 –Salary Schedule designated by the CDCR, OCE Superintendent and as follows:

CDCR, DJJ Designated County Salary Schedule	CDCR, OCE Adult Facility
1. Sacramento	Pelican Bay; CA Correctional Center (Susanville); High Desert (Susanville); CA Medical Facility (Vacaville); CA State Prison Solano (Vacaville); CA State Prison Sacramento; Folsom; CDCR Headquarters.
2. San Joaquin	Deuel Vocational Institution (Tracy); Sierra Conservation Center (Jamestown)
3. Amador	Mule Creek
4. San Luis Obispo	Correctional Training Facility (Soledad); Salinas Valley (Soledad); CA Men's Colony (San Luis Obispo)
5. Ventura	none
6. San Bernardino	CA State Prison San Quentin; CA Institution for Men(Chino); CA Institution for Women (Frontera); CA Rehabilitation Center (Norco); Ironwood (Blythe); R. J. Donovan Correctional Facility at Rock Mountain (San Diego); Calipatria; Centinela, Chuckawalla.
7. Los Angeles	Valley State Prison for Women (Chowchilla); Central CA Women's Facility (Chowchilla); Pleasant Valley (Coalinga); Avenal State Prison; CA State Prison Corcoran; Substance Abuse Treatment Facility (Corcoran); North Kern (Delano); Kern Valley (Delano); Wasco; CA Correctional Institute (Tehachapi); Los Angeles County (Lancaster)

- B. For initial placement effective August 1, 2007, no teacher will be paid below his/her current daily rate salary earned on July 31, 2007. To calculate the new daily rate, first calculate the employee's annual salary by multiplying the current monthly salary by twelve (12 months). Divide the annual salary rate by 220 (work days) and multiply the number (work day rate) by 1.054 (5.4%).

Williams *8-1-07* *Donner* *Kathy Skou*
Blaylock *James* *M. Stearns* *Memo*

Management Proposal

Current monthly salary times (x) 12 = Current Annual Salary.

Current Annual Salary divided by 220 times (x) 1.054 = Daily rate.

If the daily rate that is calculated does not match any daily rate figures on the respective salary schedule, the employee will be paid the next highest daily rate.

- C. The parties agree that the calculation will provide all affected employees with a starting pay rate until the terms of E. below are met.
- D. Current CDCR, OCE Unit 3 employees initially placed on the salary schedule based upon salary, establishes the individuals' qualifications for that range. All employees hired prior to August 1, 2007, who are initially placed into the salary schedule based upon salary, will move in range upon completion of twelve (12) credits through Range E for Vocational Instructors and Range F for Academic Teachers.
- E. Affected employees shall be permitted to submit official documents by December 31, 2007, to support initial placement or advancement on the salary schedule. No documents shall be accepted from employees after December 31, 2007. Adjustments to initial placement or advancement will result in retroactive payments to the employees date of hire, but in no case prior to August 1, 2007.
- F. Upon the implementation of D. above, a current CDCR, OCE Unit 3 eligible employee shall be placed on the salary schedule first by education above the Bachelor's Degree or for career-technical teachers the equivalent of a Bachelor's Degree (High School Diploma plus seven (7) years of college work and in trade work experience) and second by years of full-time credentialed teaching experience.
- G. For current and new employees with less than ten (10) years of State credentialed service, outside qualifying experience in a full-time credentialed teaching position can be used to place the employee up to a maximum of Step 10.
- H. Additional daily rate incentives may be paid for hard to fill classifications.
- I. Each step/range moving either down/across is a 3.5% increase. Steps are credentialed years of service. Range increases are attained by completing additional education credits as described on the salary schedule.

William J. Brown
Ryan
Blaylock

8-1-07

Donna
James Hoff
M. Thompson
Gerald Dancy
Katay Skow
Mam Ray SLAR

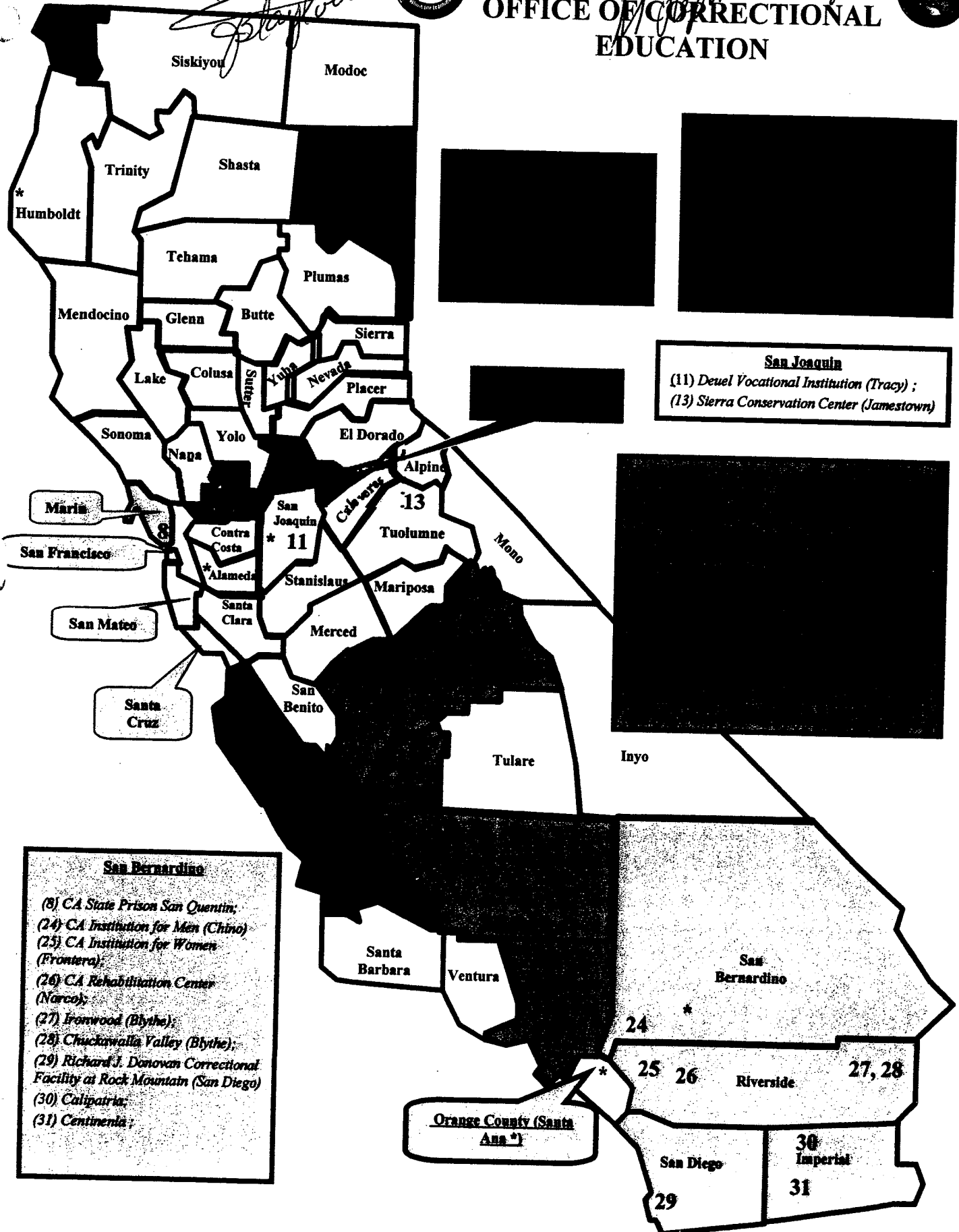
Schem Class Code Code	Class Code	Full Class Title
ACADEMIC TEACHER CLASSIFICATIONS		
✓ EB42	2287	TEACHER (ELEMENTARY-MULTIPLE SUBJECTS) (CORRECTIONAL FACILITY)
✓ EB51	2290	TEACHER (HIGH SCHOOL-GENERAL EDUCATION) (CORRECTIONAL FACILITY)
✓ EB72	2295	TEACHER (HIGH SCHOOL-PHYSICAL EDUCATION) (CORRECTIONAL FACILITY)
✓ EC32	2288	TEACHER (EMOTIONALLY/LEARNING HANDICAPPED) (CORRECTIONAL FACILITY)
✓ EC70	3082	SUBSTITUTE ACADEMIC TEACHER (CORRECTIONAL FACILITY)
VOCATIONAL INSTRUCTOR CLASSIFICATIONS		
ED52	2396	VOCATIONAL INSTRUCTOR -AUTO BODY AND FENDER REPAIR- -CORRECTIONAL FACILITY-
ED62	2398	VOCATIONAL INSTRUCTOR -AUTO MECHANICS- -CORRECTIONAL FACILITY-
ED92	2417	VOCATIONAL INSTRUCTOR -CARPENTRY- -CORRECTIONAL FACILITY-
EF12	2420	VOCATIONAL INSTRUCTOR -COSMETOLOGY- -CORRECTIONAL FACILITY-
EF42	2425	VOCATIONAL INSTRUCTOR -DRY CLEANING WORK- -CORRECTIONAL FACILITY-
EF52	2426	VOCATIONAL INSTRUCTOR -ELECTRICAL WORK- -CORRECTIONAL FACILITY-
EF62	2428	VOCATIONAL INSTRUCTOR -ELECTRONICS- -CORRECTIONAL FACILITY-
EG22	2597	VOCATIONAL INSTRUCTOR -HOUSEHOLD APPLIANCE REPAIR- -CORRECTIONAL FACILITY-
EG52	2600	VOCATIONAL INSTRUCTOR -JANITORIAL SERVICE- -CORRECTIONAL FACILITY-
EG62	2601	VOCATIONAL INSTRUCTOR- LANDSCAPE GARDENING
EG82	2614	VOCATIONAL INSTRUCTOR- MACHINE SHOP PRACTICES (CORRECTIONAL FACILITY)
EG92	2615	VOCATIONAL INSTRUCTOR -MASONRY- -CORRECTIONAL FACILITY-
EH32	2630	VOCATIONAL INSTRUCTOR- MILL AND CABINET WORK (CORRECTIONAL FACILITY)
EH52	2644	VOCATIONAL INSTRUCTOR -PAINTING- -CORRECTIONAL FACILITY-
EH72	2661	VOCATIONAL INSTRUCTOR -PLUMBING- -CORRECTIONAL FACILITY-
EH92	2668	VOCATIONAL INSTRUCTOR -REFRIGERATION AND AIR CONDITIONING REPAIR- -CORRECTIONAL FACILITY-
EI22	2670	VOCATIONAL INSTRUCTOR -SHEET METAL WORK- -CORRECTIONAL FACILITY-
EI72	2674	VOCATIONAL INSTRUCTOR (OFFICE MACHINE REPAIR) (CORRECTIONAL FACILITY)
EI92	2677	VOCATIONAL INSTRUCTOR- WELDING (CORRECTIONAL FACILITY)
EF64	2688	VOCATIONAL INSTRUCTOR -EYEWEAR MANUFACTURING- -CORRECTIONAL FACILITY-
EH47	2849	VOCATIONAL INSTRUCTOR- OFFICE SERVICES AND RELATED TECHNOLOGISTS
EI02	2850	VOCATIONAL INSTRUCTOR (ROOFER) (CORRECTIONAL FACILITY)
EI47	2851	VOCATIONAL INSTRUCTOR (SMALL ENGINE REPAIR) (CORRECTIONAL FACILITY)
EH83	2852	VOCATIONAL INSTRUCTOR (PRINTING GRAPHIC ARTS) (CORRECTIONAL FACILITY)
ED82	2854	VOCATIONAL INSTRUCTOR (BUILDING MAINTENANCE) (CORRECTIONAL FACILITY)
EF47	2857	VOCATIONAL INSTRUCTOR (DRYWALL INSTALLER/TAPER) (CORRECTIONAL FACILITY)
EG85	2878	VOCATIONAL INSTRUCTOR - MACHINE SHOP - AUTOMOTIVE (CORRECTIONAL FACILITY)
ED18	7581*	REENTRY PROGRAM INSTRUCTOR

Not in Contract EF03 7586 Computer & related technology

Updated: July 2, 2007



OFFICE OF CORRECTIONAL EDUCATION



San Bernardino

- (8) CA State Prison San Quentin;
- (24) CA Institution for Men (Chino);
- (25) CA Institution for Women (Frontera);
- (26) CA Rehabilitation Center (Narco);
- (27) Ironwood (Blythe);
- (28) Chuckawalla Valley (Blythe);
- (29) Richard J. Donovan Correctional Facility at Rock Mountain (San Diego);
- (30) Calipatria;
- (31) Centinella;

San Joaquin

- (11) Deuel Vocational Institution (Tracy);
- (13) Sierra Conservation Center (Jamestown)

Orange County (Santa Ana *)

San Diego

Imperial

31

29

Riverside

27, 28

25

26

24

San Bernardino

Santa Barbara

Ventura

Tulare

Inyo

San Benito

Merced

Santa Clara

Alameda

Contra Costa

San Joaquin

11

13

Calaveras

Alpine

El Dorado

Placer

Nevada

Yuba

Butte

Plumas

Tehama

Shasta

Trinity

Siskiyou

Modoc

* Humboldt

Mendocino

Lake

Colusa

Sutter

Sonoma

Napa

Yolo

Marin

San Francisco

San Mateo

Santa Cruz

Williams Groom 8-1-07
 Ryk
 Blufford
 Cousen
 James Staff
 M. Leonard
 Gerald Daniel
 Katay Show
 M. W. S. L. R. N.

Management Proposal

Bargaining Unit 3

Date: _____

Exclusive Representative:

Subject:

R&R for placement purposes

Article 11.20 shall no longer be applicable to the eligible employees under this agreement.

Only Eligible employees who have received at least one R&R payment shall qualify for the following:

- a. Employees who have less than a qualifying period for the full R&R shall receive a pro-rated amount which shall be applied to ~~their~~ ^{their} initial salary placement factor.
- b. Employees who have a full qualifying period effective July 31, 2007 shall have the full R&R applied to their initial salary placement factor.

Williams Gynon
[Signature]
Blaylock

8-1-07

Donsega
[Signature]
Stepanuk
Gerald Daniel
Katay Skov
Mendi De SLAN
[Signature]



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

Application of DJJ Salary Schedule to CDCR, OCE Employees

CDCR, OCE Unit 3 eligible Employees will use the same salary schedules used in DJJ.

Williams Giron
Pitt a
J. Baylon

8-1-07
D. Dusea
James H. H.
H. H. H.
Gerald Daniel
Victory Shaw
Mansoor SLRR



SEIU Local 1000 UNION PROPOSAL

UNIT 3 NEGOTIATIONS

PROPOSAL#: _____

DATE: _____

Salary Schedule Footnote

Employees working any 4/10 schedule shall be placed, initially, by using the 5/8 formula and the 5/8 daily rate. Once placed in the salary range and step, the 5/8 daily rate shall be converted to the 4/10 daily rate by multiplying the 5/8 daily rate by 1.25.

William G. Gannon
AP
Blaylock

8-1-07
Donna
James
M. Hyman
Gerold Danes
Kathy Sher
Memo De Sarr